

# Mentoring Program

## Just The Facts...

### We Need to Help New Teachers Succeed Because ...\*

- Currently, more than half of new teachers leave the profession in their first five years
- New teachers who participate in induction programs are nearly twice as likely to stay in the profession as those who do not
- Research indicates a critical predictor of student success is teacher quality
- By the end of this decade, the U.S. will need two million new teachers

### A Quick View of New Teachers\*

- Almost two-thirds are younger than age 27
- More than one fourth of them are not fully certified
- 42 percent have just completed college and have never taught
- 34 percent are former teachers who are coming back to the profession
- The majority are single and in debt

### New Teachers Are Concerned About...\*

- Student motivation
- Discipline problems
- Preparing lesson plans
- Instructional issues
- Heavy teaching loads
- Demands on their time
- Inadequate resources and materials
- Dealing with parents
- Special learning challenges
- Lack of collaboration with teachers in their content areas

### *The Career Education Mentoring Program Complements the In-District Mentoring Program by...*

- Providing an outstanding teacher in the same content area and specific courses to serve as a mentor
- Allowing each teacher in a program to focus on the specific courses taught, since not all teachers are experts in all courses
- Assisting with and addressing content-specific issues related to alternative certification
- Bringing new ideas and resources into a program and is less threatening since the mentor is from a different school
- Providing additional help for a new teacher even though the in-district mentor may be in the same content area program
- Avoiding any potential personality conflicts with fellow teachers and protecting the self-respect and confidence of the new teacher
- Creating a partnership with the in-district mentor, to ensure thorough coverage of district as well as content-specific policies and procedures

\*Source: Beginning Now: Resources for Organizers of Beginning Teachers, <http://www.nea.org/teachershortagebetterbeginnings.html?mode=print>